



LEROY D. BACA, SHERIFF

County of Los Angeles
Sheriff's Department Headquarters
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November 3, 2010

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Dear Supervisors:

SHERIFF'S DEPARTMENT OVERTIME REPORT BACK

This correspondence is in response to your Board's March 16, 2010, request for a bi-weekly status report on the Los Angeles County Sheriff's Department's (Department) overtime curtailment efforts and its impact on Department operations.

The Department's overtime expenditures for the current period, from September 15, 2010, through September 30, 2010, totaled \$2.6 million. Seventy-four percent of this expenditure is reimbursable through contracts, grants, or other revenue sources. Factoring out the reimbursable hours reduces the Department's actual monetary expenditure for overtime to \$661,288.

During this reporting period, the Department continued the full implementation of its Cadre of Administrative Reserve Personnel (CARP) program. Personnel assigned to the majority of the Department's administrative, investigative, and training units are now completing their regular duties 32 hours per week, and use the remaining 8 hours of their work week to fill line positions requiring 24-hour staffing or other mandatory 40-hour posts, such as court bailiffs. Between March 1 and October 15, 2010, 11,346 shifts, which would normally have been filled by staff on overtime, were filled by CARP personnel.

Although very successful in reducing overtime, CARP obligations are causing delays and inefficiencies among the participating units. The following are operational impacts which occurred due to CARP and the curtailment of overtime between October 1 and October 15, 2010.

A Tradition of Service

- All Field Operations Regions (FOR) report an increase in the number of open cases assigned to station detective bureaus. Station investigators are fulfilling their CARP obligations and, as a result, have less time available to investigate and close cases. The number of open cases assigned to station detective bureaus stood at 6,055 on February 28, 2010. That number grew to 9,607 by October 15, 2010, an increase of 59 percent.
- Community Oriented Policing Services Bureau reports that 5 parole compliance and/or search operations were either cancelled or downsized due to a lack of available personnel.
- Marina Del Rey Sheriff's Station closed its jail on October 15, 2010, due to a lack of available staffing. Deputies were required to book their arrestees at South Los Angeles Sheriff's Station. This increased the amount of time the deputies were out of the field due to the extended travel time and booking process.
- Custody Division (Custody) reports that prior to its budget reduction efforts, male misdemeanor offenders were serving approximately 80 percent of their jail sentences. To achieve the required budgetary and staffing curtailments, Custody has closed 4,481 jail beds since January 2010. This resulted in a reduction in the percentage of time served from 80 to 20 percent.
- The Department historically has had Document Control personnel assigned to the Century Regional Detention Facility (CRDF) and to the Inmate Reception Center (IRC) to process paperwork for all inmates coming into, and going out of, custody. Recently, all Document Control personnel were relocated from CRDF to IRC to reduce overtime usage. This requires release paperwork to be transported between the two facilities, and has caused delays in the timely release of inmates from CRDF.
- Scientific Services Bureau (SSB) reports an increased backlog in fingerprint analysis. In March 2010, SSB reported 310 cases where latent fingerprint analysis was in progress. As of October 1, 2010, the number of comparisons in progress had increased to 739, an increase of 138 percent.
- SSB also reports an increased backlog of narcotics cases awaiting analysis. The average backlog last year was 256 cases. In general, the amount of narcotics submitted per week to the Department's narcotics laboratories exceeds the amount which the laboratory staff can process. In the past, approximately 40 hours of overtime were used per week to keep the backlog under control. As the Department's budget situation worsened, the practice of using overtime to maintain the backlog was discontinued. As a result, the current backlog of cases awaiting analysis is 809, an increase of 216 percent.

- Prior to the curtailment of overtime, the SSB Crime Scene Investigation Unit (CSI) would generally respond to any crime that station watch commanders felt were sufficiently serious to warrant the expenditure of Department resources. Examples of situations which would routinely garner a 24 hour response include; search warrant services, high loss or high profile burglaries, robberies where there appears to be good fingerprint evidence, and assaults and batteries involving any injuries. Due to the current economic conditions, responses by CSI are now carefully evaluated by SSB staff prior to deployment to ensure that an immediate response is critical to the impending investigation. Although each case is unique and evaluated on its specific merits, in general robberies, assaults and batteries (absent significant injuries), and search warrants are now handled only during normal business hours.
- Aero Bureau reports that during the first two weeks of October 2010, 174 requests for air support from patrol units went unanswered because overtime was not used to augment its flight operations. The requests which were not responded to include: 26 robbery calls, 30 burglary calls, 15 requests for assistance or back-up by deputies, 18 reports of a man with a gun or knife, 7 calls related to stolen vehicles, 15 assaults with a deadly weapon, 14 disturbances, 16 shots fired calls, 5 calls regarding prowlers or suspicious persons, 6 reports of domestic violence, 3 missing persons, 1 report of vandalism, 6 pursuits, 1 report of a person screaming, 1 kidnapping, 1 mentally ill person, 2 reports of rape, 4 requests to check an area not visible from the ground, 1 fire, 1 report of criminal threats, and 1 deputy involved shooting.

Many risk management functions have been discontinued due to a lack of overtime or a lack of staff availability due to CARP obligations.

- Personnel Administration reports that Pay and Leave Management has suspended audits of the timekeeping practices at the Department's 26 units who use non-consolidated timekeeping. These audits were conducted on overtime prior to the Department's curtailment efforts. The lack of oversight is likely to result in an increase in timekeeping errors, overpayments, and underpayments.
- The Pay and Leave Management Training Unit's CARP obligations resulted in the cancellation of a training class on the new Timei timekeeping system. As a result 100 employees who would have attended the class remain untrained.
- Court Services Division (CSD) reports that prior to their curtailment efforts, CSD managers met on a monthly basis to address employee health and safety concerns and their "return-to-work" efforts. The frequency of these meetings has been drastically reduced due to CARP requirements.
- The Department's overtime reduction efforts have resulted in decreased supervision and staffing within the Records and Identification Bureau (RIB). As a result, RIB has experienced an increase in data entry errors for juvenile warrants

within the Countywide Warrant System. This deficiency increases the Department's liability and the likelihood of erroneous arrests.

- All FORs, as well as Custody and County Services Bureau, report a decrease in staff supervision as supervisors CARP into lower level positions and supervisor vacancies are left unfilled.
- Traffic Services Detail reports they were unable to respond to a deputy involved traffic collision during which the deputy suffered a fractured leg due to the investigator's CARP obligations. This eliminated their ability to conduct a field evaluation of the incident to determine any training issues and immediately address any Workers' Compensation claims.

The Department will meet its budgetary obligation to cut \$128 million by June 30, 2011. However, the efforts required to meet this goal are proving to have a mounting impact on the efficiency of Departmental operations. Should you have any questions or require additional information, please contact Division Director Victor Rampulla, Administrative Services Division, at (323) 526-5357.

Sincerely,



LERROY D. BACA
SHERIFF